



Equity in Library Services

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Access to print and online materials; Access to information about library and government services

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Removal of systemic structural barriers to use of public services including libraries



01

Language Access





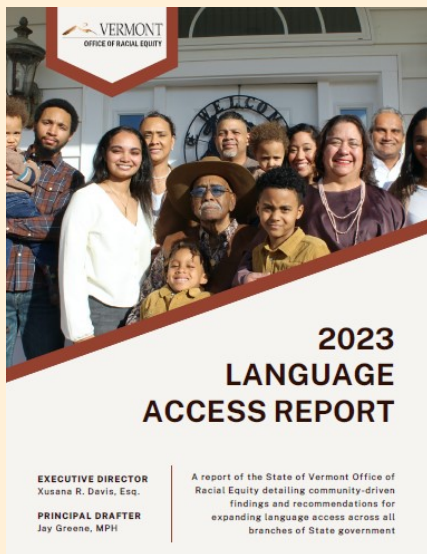
“The difference between the right word
and the almost right word is really a large
matter—it’s the difference between
lightning and a lightning bug.”



MARK TWAIN



LANGUAGE ACCESS



2023 Language Access Report

A report of the State of Vermont Office of Racial Equity detailing community-driven findings and recommendations for expanding language access across all branches of State government

Read it at racialeguity.vermont.gov





34+ languages spoken in VT


Recommended languages for translation are (alphabetically)

- Arabic
- Bosnian
- Burmese
- Dari
- French
- Kirundi
- Simplified Chinese
- Nepali
- Pashto
- Somali
- Spanish
- Swahili
- Ukrainian
- Vietnamese



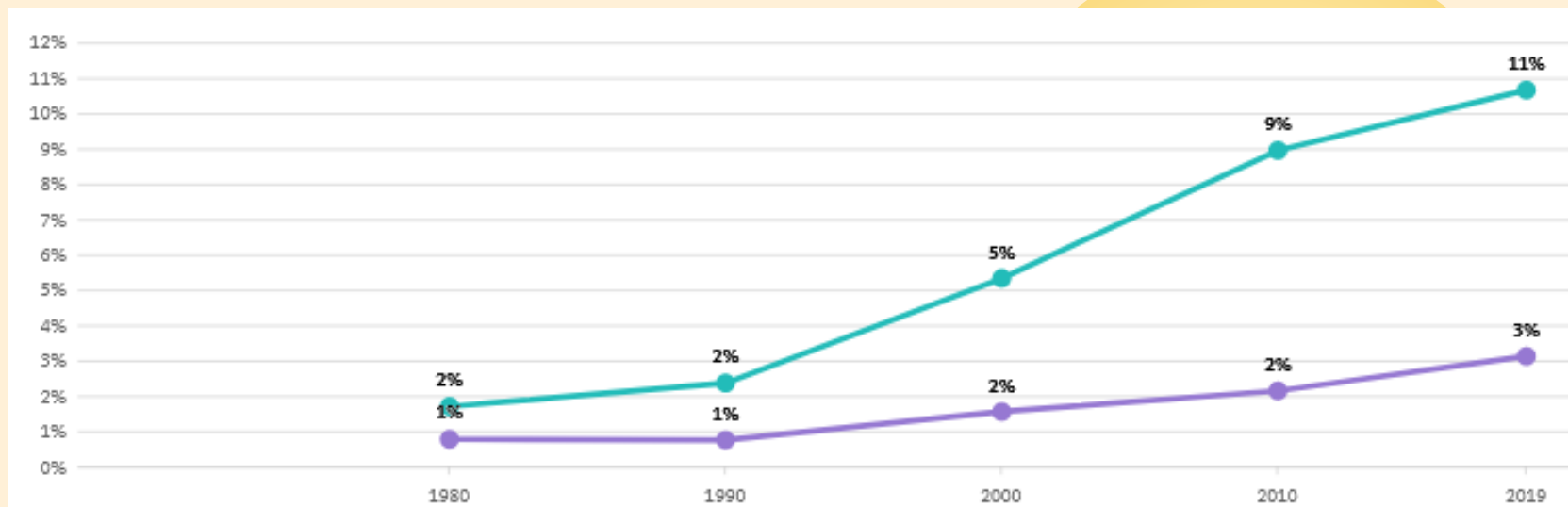


**Millennial & Gen Z
are most racially &
ethnically diverse
age cohorts in VT
history. More likely
to be multicultural
and multilingual**





Racial Generation Gap: Vermont (1980-2019)





DANGERS OF NOT TRANSLATING



In Flint, MI

residents and visitors who didn't speak English were exposed to toxic water for **weeks** longer than English-speakers because the city's notices were issued only in English.





DANGERS OF NOT TRANSLATING



In Vermont in 2020

The State partnered with community groups that helped undocumented residents complete applications for recovery funds, and often had to meet them in **public places like laundromats and gas stations.**





02



Outreach





Libraries play a new role in today's U.S.

Libraries have become places where students can go for after-school programming, where people can go to prepare for citizenship tests and professional exams, and where people can access non-print—and even non-literary—materials.



OUTREACH PROMISING PRACTICES



Meet people
where they are
(and where they
want to be).



Accept the
current and future
need, not
historical role.



Be brave about
the content
offered to
communities.



Empower **and**
invest in
community
leadership.





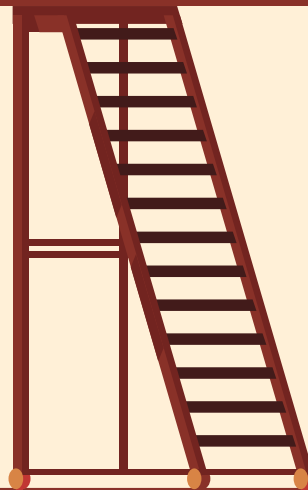
“There go the people.
I must follow them,
for I am their leader.”

ALEXANDRE AUGUSTE LEDRU-ROLLIN?
MAHATMA GANDHI?



03

Justice & Barriers



BARRIERS TO GOVERNMENT

TRUST

Local, state, & federal gov't in the U.S. has caused great harm, even today.

SENSE OF OWNERSHIP

People don't always feel invested in local institutions, especially if they don't own homes/land.

STEREOTYPES

Stigma & historical tropes around academic, reading, leisure time, etc make it hard to engage.

MONEY & TIME

Accessing services can be cost-prohibitive or time-consuming.

SENSE OF PLACE

Community identity often excludes people through media, nativism, & customs.

LANGUAGE

Services not in one's languages might as well not exist at all.



Consider format

People of color are more likely to access the internet using mobile phones and tablets. Are your materials and websites mobile-friendly? Accessibility: Do images use alt-text? Are materials written in plain-language? How (and with whom) do you communicate during emergencies?



CONTENT BATTLES



Be A King 
@BerniceKing

If you don't think representation matters, you're probably well-represented.

5:00 PM · Feb 25, 2022



Dr. Lisa Corrigan
@DrLisaCorrigan

Wedge issues like book bans

<https://bit.ly/3RbsTZi>

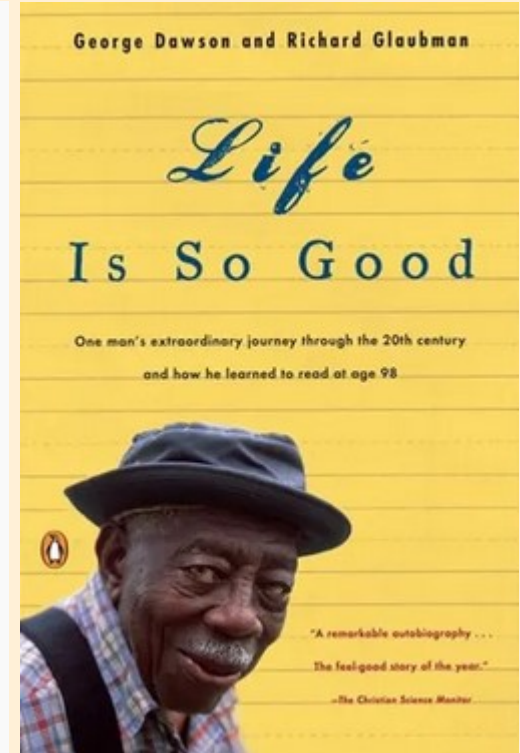
Rod Serling's "Twilight Zone" Created After Emmett Till-Based Project Was Censored

Serling originally set out to create a socially conscious series that reflected on American racism.



Rod Serling's "The Twilight Zone" was inspired by the murder of Emmett Till. (Nick De Mergoli/ Condé Nast via Getty Images)

Nick De Mergoli



¡Gracias!



GOODBYE ▪ 再见 ▪ ADIÓS ▪ TẠM BIỆT
拜拜 ▪ AU REVOIR ▪ फिर मिलेंगे
PHIR MILENGE ▪ ஸாஸீய் ▪ သွားတော့မယ်



NABAD GALYO ▪ अलविदा
TOKOMONANA ▪ KWAHERI
N'AGASAGA ▪ وداعا ▪

